

APPENDIX 1. Person Specification for the ICM Treasurer

To be shortlisted you must demonstrate that you meet all the essential criteria for the role, and as many of the desirable criteria as possible.

E = Essential D = Desirable	
Personal Qualities and Knowledge	
Extensive knowledge of and experience with Dutch finance rules and regulations	E
Knowledge and understanding of the differences between governance and operations from an organisational perspective	E
Demonstrate a strong and visible passion and commitment to ICMs vision and mission	E
Knowledge of accounts as an accountant, senior manager or finance professional with either CIMA/CIPFA/ACCA/ACA qualification	E
A commitment to personal growth, including learning from others and receiving constructive feedback	E
Deep understanding of and commitment to Justice, Equity, Diversity and Inclusion (JEDI)	E
High standards of integrity, honesty, transparency, reliability, and humility	E
Knowledge of risk assessment and mitigation in organisations	D
Understanding of the role and legal responsibilities of the Board	D
Skills and Abilities	
An active listener and effective communicator with excellent written and verbal communication skills in English; and able to give presentations both in person and online via digital media	E
Fluency in Dutch, including the ability to comprehend and apply Dutch financial regulations and legal terminology	E
Ability to think independently and critically, considering the big picture while being goal/future-oriented; and prepared to make unpopular recommendations to the Board	E
Ability to work as part of a team with fellow Board members and Chief Executive in an inclusive and respectful manner	E
Ability to analyse proposals and examine their financial consequences	E
Ability to communicate and explain financial information to members of the Board, Council, senior managers, or stakeholders	E

Ability to provide feedback to and on behalf of the Board, groups or your peers	E
Able to speak French and or Spanish	D
Negotiation and diplomacy skills with the ability to challenge and criticise constructively	D
Ability to think strategically, critically and objectively taking a long-term view	E
Relevant Experience	
Experience providing financial oversight in compliance with Dutch financial laws, tax regulations, and governance frameworks at a Board or strategic level	E
Experience with using evidence in decision making and governance processes	E
Experience of financial management, reporting and budgeting in an organisation of similar size to ICM	E
Experience of analysing reports of committees, work groups or senior managers; and commenting on drafts of reports, policies or other documents	D
Experience in scrutiny and oversight of risk, audit and compliance	E
Experience in non-government organisations and funding	E
Participated in the development of strategic plans	D
Experience of Trusts or other grant giving bodies	D
A strong governance track record with experience as an effective chair, fostering open discussion and encouraging constructive debate	D
Working with a Chief Executive/Leadership team to realise a long-term vision, built on trust and mutual respect	E
Operating in an online digital environment efficiently and effectively	E
Special Requirements	
Able to provide a certificate of good standing from their country's regulatory authority or equivalent	E
Sufficient voluntary time to devote to the role and responsibilities as a member of the Board	E
Will be expected to travel to fulfil the duties of the role	E